

## Assessment Comparison

# Hogan vs. DiSC

<p>Hogan Assessment Systems leads the world in personality assessment and leadership development. Hogan is grounded in more than 4 decades of validated research and was the first to scientifically measure personality for business. Hogan was founded in 1987 by Drs Robert and Joyce Hogan. Hogan has local distributors in more than 30 countries and has provided assessment services to more than 1500 companies worldwide.</p>	<b>About The Company</b>	<p>Everything DiSC® is published by Wiley. Wiley is a global provider of content and content-enabled workflow solutions in areas of scientific, technical, medical, and scholarly research; professional development; and education. Their core businesses produce scientific, technical, medical, and scholarly journals, reference works, books, database services, and advertising; professional books, subscription products, certification and training services and online applications; and education content and services including integrated online teaching and learning resources for undergraduate and graduate students and lifelong learners.</p>
<p>Hogan Assessments feature three core tests that measure different aspects of personality: normal personality characteristics, career derailment risks, and core value drivers. These three assessments can be taken separately, but are most powerful when used together.</p>	<b>About the Assessments</b>	<p>The DiSC® Profiles assessments have seen several iterations. The current form, Everything DiSC® is a tool for self-discovery that posits that individuals are a blend of four basic styles – the four letters of DiSC represent each of these styles – and usually one or two stand out from the others.</p>
<p>The Hogan Assessment suite features three separate tests that each take 15-20 minutes to complete:</p> <ul style="list-style-type: none"><li>• The Hogan Personality Inventory (HPI) has 206 items that comprise 7 primary scales and 6 occupational scales</li><li>• The Hogan Development Survey has 168 items that comprise 11 primary scales</li><li>• The Motives, Values, Preferences Inventory (MVPI) has 200 items that comprise 10 primary scales</li></ul>	<b>Assessment Options</b>	<p>The Everything DiSC® has 79 items and takes approximately 15-20 minutes to complete. This version features computerized adaptive testing.</p> <p>The DiSC Classic test features 28 forced-choice items and takes approximately 10-15 minutes online or 15-25 minutes on paper.</p>
<p>Hogan offers over 25 report options that target a wide variety of specific business needs.</p>	<b>Report Options</b>	<p>7 types of profile reports are available for individuals; includes options for management, sales, and leadership. 6 options for group and facilitator reports.</p>



Hogan Assessments can be used for recruitment, selection, development, performance management, succession planning and team building.	<b>Business Applications</b>	Used for development purposes, conflict resolution, team building. <b>Not appropriate for selection</b>
Hogan Assessments are based on Socio-Analytic Theory that posits that humans have evolved to accomplish three main goals in life: get along, get ahead and find meaning. The three core assessments conform to prominent personality theories such as the Five-Factor Model.	<b>Theoretical Background</b>	The DiSC® model is based on research by Dr. William Moulton Marston, a physiological psychologist. His book, <i>The Emotions of Normal People</i> presents his findings on the influence of normal emotions on individual behavioral differences.
<ul style="list-style-type: none"><li>Internal consistency averages are .76 for the HPI, .71 for the HDS, and .76 for the MVPI; The average test-retest reliability is .81 for HPI, .70 for the HDS, and .79 for the MVPI</li><li>Predictive validity of the combined assessments is .54 for predicting job performance across job families.</li></ul>	<b>Reliability and Validity</b>	<ul style="list-style-type: none"><li>Internal consistency: .75-.91; No test-retest reliability data available</li><li>Construct validity is described as “favorable” by the test publishers but no data on predictive validity</li><li>Outside reviewers suggest DiSC fails to meet testing standards</li></ul>
Assessments are available in nearly 50 languages; Reports are available in over 30 languages.	<b>Languages</b>	25 assessment and report languages
In addition to global norms, local norms for the HPI, HDS, and MVPI are available in over 30 languages based on data from over 2 million, 1 million, and 68,000 working adults respectively across countries, industries, organizations, and jobs.	<b>Norms</b>	Norms for the DiSC® Classic are based on a sample of less than 1000 adults 18 years and older. Norms are unavailable for the Everything DiSC®.

The most important question to ask when selecting an assessment tool is “does the tool assess what I want it to assess?” Hogan assessments are built to predict job performance. This means they can be used to evaluate employability and job fit, and provide a solid basis for development. Hogan assesses a candidate along 28 unique scales that measure normal personality characteristics, derailment risks, and core values that motivate us in the professional world. This allows for degree of precision that most assessments do not.

The DiSC® Profiles, in contrast, provide results that are highly generalized by evaluating candidates among four basic personality styles, asserting that each person has one or two dominant types. Reducing personality into four categories limits the interpretive ability of the assessment. DiSC® does not have sufficient evidence that the assessment is even predictive of the four-styles model and independent reviewers do not recommend its use in organizational settings.